

County Class	County Name	Bed Capacity	Supervision Type (Direct, Indirect, Combination)	Starting Rate Full Time C.O. (hourly)	Shift Differential	Starting Rate Part Time C.O. (hourly)	Increase after Probation or 1 Year	Starting Rate Sergeant	Difference between Sgt. And CO	Starting Rate Lieutenant/Shift Commander	Starting Rate Captain/Shift Commander	Sign-On Bonus Amount	Retention Bonus Amount
5th	Adams	449	Direct	\$21.00	\$1.00	\$21.00	N/A	\$24.15	15.00%	\$27.15	Salary Position	N/A	N/A
2nd	Allegheny	3,183	Direct	\$22.82	N/A	\$22.82	\$24.29	\$42.93	88.18%	N/A	\$47.33	N/A	N/A
6th	Armstrong	158	Indirect	\$16.00	N/A	\$16.00	N/A	N/A	N/A	\$26.52	N/A	N/A	N/A
4th	Beaver	402	Combination										
6th	Bedford	186	Direct	\$14.00	\$0.35	\$14.00	\$15.50 After Training	N/A	N/A	\$17.00	\$19.00	N/A	N/A
3rd	Berks	1,385	Direct	\$24.85	N/A	N/A	\$28.33 after Probation \$31.82 after 1 year	\$26.42 \$36.87	6.32% 48.37%	\$32.91 \$49.36	N/A	N/A	N/A
5th	Blair	350											
6th	Bradford	207	Direct	\$17.00	\$0.00 - 1st \$0.45 - 2nd \$0.45 - 3rd	\$14.00	N/A	\$19.00	11.76%	N/A	N/A	N/A	\$500 after 3 yr \$750 after 6 yr \$1,000 after 10 yr
2A	Bucks	1,171	Direct	\$24.19	\$1.35	N/A	\$25.04 \$31.92	\$34.45 \$37.59	42.41% 55.39%	\$41.82 \$47.36	\$50.67	N/A	N/A
4th	Butler	572	Direct	\$21.56	\$0.60	\$21.56	\$21.64	\$29.49 \$30.08	36.78% 39.52%	N/A	\$33.59	N/A	N/A
4th	Cambria	490	Direct	\$22.95	\$0.25	\$14.00	N/A	N/A	#VALUE!	\$27.64	\$29.67	N/A	N/A
6th	Carbon	248	Direct	\$18.46	\$1.00	\$16.00	\$19.56	\$24.00	30.01%	\$26.11	N/A	N/A	N/A
4th	Centre	397	Direct	\$21.25	\$0.25 \$0.40 Weekend	\$21.25	YES	N/A	N/A	\$25.03	N/A	N/A	N/A
3rd	Chester	1,023	Combination	\$24.40	\$0.50	\$24.40	Annual review for all employees	\$27.94	14.51%	\$30.45	\$36.18	N/A	\$1000 after 9 months \$1000 after 18 months
6th	Clarion	126	Combination	\$14.75	\$0.45	\$14.75	\$15.25	\$16.25	10.17%	N/A	N/A	N/A	N/A
6th	Clearfield	139	Indirect										
6th	Clinton	298	Combination	\$16.08	\$0.30	\$15.00	\$16.67	N/A	N/A	\$21.35	\$24.43	N/A	N/A
6th	Columbia	200	Combination	\$18.35	\$0.50 - 2nd \$0.75 - 3rd	\$18.35	\$21.03	\$25.39	38.37%	\$24.04	N/A	N/A	N/A
6th	Crawford	282	Direct	\$18.11	\$0.25	\$15.00	N/A	\$18.43-18.63	2.87%	\$24.85	\$25.85	N/A	N/A
3rd	Cumberland	720	Combination	\$20.62	0.75	\$20.62	N/A	\$26.68	29.39%	\$34.14	N/A	N/A	N/A
3rd	Dauphin	1,322	Direct	\$22.13	\$0.20	N/A	N/A	\$32.00	44.60%	\$32.50	\$33.00	N/A	N/A
2A	Delaware	1,883	Direct	\$24.00	N/A	N/A	N/A	\$26.50	10.42%	\$28.00	\$37.00	N/A	N/A
6th	Elk	78	Direct	\$20.51	\$1.05 - 2nd \$2.05 - 3rd	\$15.56	\$18.23	\$24.07	17.36%	N/A	N/A	N/A	N/A
3rd	Erie	710	Direct	\$18.17	\$0.50	N/A	\$18.72	N/A	N/A	\$24.32	\$25.78	N/A	N/A
5th	Fayette	262	Combination	\$18.45	\$0.80	\$16.40	N/A	\$24.45	32.52%	\$26.40	\$28.53	N/A	N/A
4th	Franklin	500	Direct	\$20.53	\$1.00	N/A	N/A	N/A	N/A	\$28.97	\$30.37	N/A	N/A

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6th	Greene	126	Combination	\$15.77	\$0.60	\$14.77	\$1.00/hour after academy training	N/A	N/A	\$19.27	N/A	N/A	N/A
6th	Huntingdon	46	Direct	\$19.77	\$0.50	N/A	\$21.77	N/A	N/A	\$30.11	N/A	N/A	N/A
6th	Indiana	256	Direct	\$18.31	N/A	\$15.87	\$19.31	\$27.35	49.37%	N/A	\$29.33	N/A	N/A
6th	Jefferson	211	Indirect	\$19.15	N/A	\$17.15	N/A	\$20.15	5.22%	\$21.40	N/A	N/A	N/A
3rd	Lackawanna	1,183	Combination	\$22.44	\$0.50 - 2nd \$0.90 - 3rd	\$19.10	N/A	\$30.79	37.21%	\$35.35	\$37.78	N/A	N/A
2nd	Lancaster	1,085	Direct	\$25.50	\$1.00	N/A	N/A	\$26.53	4.04%	\$27.86	\$29.25	N/A	N/A
5th	Lawrence	282	Direct	\$18.27	\$0.45 - 2nd \$0.50 - 3rd	\$15.00	1 Year	\$19.27	5.47%	N/A	\$26.43	N/A	N/A
5th	Lebanon	645	Indirect	\$21.84	\$0.80 - 2nd \$0.75 - 3rd	\$21.63	CBA	\$24.46 \$36.00	12.00% 64.84%	N/A	\$27.36 \$39.07	N/A	CBA
3rd	Lehigh	1,363	Combination	\$23.38	\$0.60 - 2nd \$0.45 - 3rd	\$31.81	After 1 year	\$33.42	42.94%	\$35.77	N/A	\$3 per hr. - 40hrs	\$3 per hr. - 40hrs
3rd	Luzerne	537	Direct	\$17.27	\$0.40 (3-11) \$0.50 (11-7)	N/A	\$19.21	\$33.57	94.38%	\$30.29	\$31.70	N/A	N/A
5th	Lycoming	256	Indirect	\$20.00	\$0.50	\$20.00	Increase on 1/1	Varies based on experience	N/A	Varies based on experience	N/A	N/A	N/A
6th	McKean	106	Indirect	\$19.27	\$0.65 \$0.65 - Weekends	\$18.80	\$19.67	N/A	N/A	OIC = \$1.50 more an hour	N/A	N/A	N/A
5th	Mercer	309	Direct	\$18.32	\$0.40 - 2nd \$0.35 - 3rd	\$16.49	\$20.17 after 1 year	N/A	N/A	\$19.53	N/A	N/A	N/A
6th	Mifflin	160	Combination	\$19.90	\$0.35	\$19.90	\$22.11 (after 6 months)	\$24.15	21.36%	\$26.19	N/A	N/A	N/A
4th	Monroe	435	Direct	\$21.8192	\$1.00	N/A	\$23.5903	\$27.77	27.27%	\$30.55	N/A	N/A	N/A
2A	Montgomery	2,080	Combination	\$21.22	N/A	N/A	N/A	\$25.91-38.76	22.10%	\$26.71-42.73	\$29.45-47.11	YES	YES
8th	Montour	46	Direct	\$15.32	\$0.45	\$14.43	17.20 after 1 year	N/A	N/A	\$18.20 for the OIC	N/A	N/A	N/A
3rd	Northampton	786	Combination	\$18.93	\$0.85 (2pm-6am)	no part time	Only Contractual	\$26.21	38.46%	\$27.44	\$30.09	N/A	Increments
5th	Northumberland	284	Direct										
6th	Perry	135	Indirect	\$20.83	N/A	\$20.83	\$21.50 (after 90 days)					N/A	N/A
1st	Philadelphia CFCF	2,560	Direct	\$28.47	N/A	N/A	Annual increases to top level after 5 years	\$30.42	6.85%	\$32.32	\$39.09	\$2,000	\$500 quarterly for perfect attendance
1st	Philadelphia DC	1,677	Direct	\$28.47	N/A	N/A	Annual increases to top level after 5 years	\$30.42	6.85%	\$32.32	\$39.09	\$2,000	\$500 quarterly for perfect attendance
1st	Philadelphia PICC	1,250	Direct	\$28.47	N/A	N/A	Annual increases to top level after 5 years	\$30.42	6.85%	\$32.32	\$39.09	\$2,000	\$500 quarterly for perfect attendance
1st	Philadelphia RCF	1,012	Direct	\$28.47	N/A	N/A	Annual increases to top level after 5 years	\$30.42	6.85%	\$32.32	\$39.09	\$2,000	\$500 quarterly for perfect attendance
6th	Pike	375	Direct	\$25.46	\$0.30	n/a	\$27.58 - 1 year	\$39.40	54.75%	\$41.99	N/A	N/A	YES
8th	Potter	73	Direct	\$15.00	\$0.60 - 2nd \$0.65 - 3rd	\$15.00	January raise	N/A	N/A	OIC - \$2.00 more an hour	N/A	N/A	N/A

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4th	Schuykill	277											
7th	Snyder	138	Combination	\$16.48	\$0.50	\$14.80	\$18.41 - 1 year	\$17.48	6.07%	\$20.00	N/A	N/A	N/A
6th	Somerset	124	Indirect	\$16.79	\$0.00	\$16.79	\$17.91 - 6m					N/A	N/A
					\$0.55 - 4p-12a		\$20.14 - 12m						
					\$0.25 - 12a-8a		\$22.38 - 18m						
6th	Susquehanna	111	Direct	\$16.43	\$0.45 - Evening	\$16.43	N/A	\$19.33	17.65%	\$20.77	N/A	N/A	N/A
					\$0.55 - Midnight								
6th	Tioga	141	Direct	\$20.17	\$0.60 - 2nd	\$13.81	\$14.06 (6mths)					N/A	N/A
					\$0.75 - 3rd		\$14.31 (1 Year)						
7th	Union	42	Indirect	\$17.85	N/A	\$17.85	\$18.85	N/A	N/A	\$22.00	N/A	N/A	N/A
6th	Venango	180											
6th	Warren	139	Indirect	\$15.29	\$0.60	\$15.29	\$21.69	\$23.89	56.25%	\$27.00	N/A	N/A	N/A
4th	Washington	407	Combination	\$23.30	N/A	\$23.30	\$23.94	\$24.03	3.13%	\$28.18	\$30.73	NA	N/A
6th	Wayne	210	Direct	\$20.35	\$0.75 - 2nd	\$18.00	N/A	\$29.60	45.45%	N/A	N/A	N/A	N/A
					\$1.00 - 3rd								
3rd	Westmoreland	723	Direct	\$18.22	\$0.50	N/A	\$24.25	\$27.43	50.55%	\$28.45	N/A	N/A	N/A
7th	Wyoming	78	Direct	\$16.25	\$0.25	\$15.00	\$17.25 - 90 days	Depends on years of service	N/A	N/A	N/A	\$2,000.00	N/A
3rd	York	2,250	Combination	\$28.16	\$0.55 - Eve	\$25.11	29.16 after 180 days	\$29.16	3.55%	\$35.20	N/A	N/A	N/A
					\$0.70 - Night								

AVERAGE OFFICER FULL COMMONWEALTH	\$20.48
AVERAGE SERGEANT FULL COMMONWEALTH	\$28.11
AVERAGE LIEUTENANT FULL COMMONWEALTH	\$29.80
AVERAGE CAPTAIN FULL COMMONWEALTH	\$34.04

County Class	County Name	Referral Bonus Amount	8 Hour Shift (Yes/No)	Set Pass Days / Rotating	12 Hour Shift (Yes/No)	Set Pass Days / Rotating	Union (Yes/No)	Expiration Date of CBA	Notes
5th	Adams	N/A	YES	Set Pass Days	YES	Set Pass Days	YES	12/31/2025	12-hour shifts current because of a MOU. By our CBA, we would be on 8-hour shifts. Our offender transport team earns an additional \$1.00 per hour when engaged in transport/hospital. Our Intake qualified COs received an additional \$0.75 per hour when they are posted in Intake.
2nd	Allegheny	N/A	YES	Bid: set, Floating: rotating	NO	N/A	YES	12/31/2023	
6th	Armstrong	N/A	YES	Rotating (6 and 2)	NO	N/A	YES	Negotiating now for 2023	
4th	Beaver								
6th	Bedford	N/A	NO	N/A	YES	Set Pass Days	YES	12/31/2023	
3rd	Berks	\$500 after 1 year of continuous full-time service	YES	4&2 and 5&2, schedules vary by bid position	NO	N/A	YES	2023	Currently Negotiating
5th	Blair								
6th	Bradford	N/A	YES	Set Pass Days	NO	N/A	YES	2024	
2A	Bucks	N/A	YES	Set Pass Days	NO	N/A	YES	12/31/2024	
4th	Butler	N/A	YES	Set Pass Days	NO	N/A	YES	12/31/2026	AFSCME
4th	Cambria	N/A	YES	CO - both, Lt/Capt - Set	NO	N/A	YES	12/31/2027	UMWA
6th	Carbon	N/A	YES	Set Pass Days	NO	N/A	YES	Expired Under Negotiation	
4th	Centre	N/A	YES	Rotating	NO	Rotating (6 and 2)	YES	12/31/2024	
3rd	Chester	N/A	YES	Rotating	NO	N/A	NO		
6th	Clarion	N/A	NO	N/A	YES	Set Pass Days	YES	2024	
6th	Clearfield								
6th	Clinton	\$100.00	NO	N/A	YES	Set Pass Days	YES	2025	
6th	Columbia	N/A	YES	Color Schedule	NO	N/A	YES	12/31/2025	
6th	Crawford	N/A	YES	Set Pass Days	NO	N/A	YES	2022	AFSCME - Currently in arbitration
3rd	Cumberland	N/A	YES	Rotating (6 and 2)	NO	N/A	YES	12/31/2023	
3rd	Dauphin	N/A	YES	Set Pass Days	NO	N/A	YES	12/31/2025	
2A	Delaware	N/A	YES	Set Pass Days	NO	N/A	YES	New Contract	Interim Agreement effective 9/6/23 - Presenting wage compression on 9/19/23
6th	Elk	N/A	YES	Set Pass Days	NO	N/A	YES	12/24	
3rd	Erie	N/A	YES	Set Pass Days	NO	N/A	YES	12/31/2022	Contract expired - no negotiations started
5th	Fayette	N/A	YES	Set Pass Days	NO	N/A	YES	2024	
4th	Franklin	N/A	YES	Set Pass Days	Lieutenants	Rotating	YES	12/31/2023	Currently Negotiating

County Class	County Name	Referral Bonus Amount	8 Hour Shift (Yes/No)	Set Pass Days / Rotating	12 Hour Shift (Yes/No)	Set Pass Days / Rotating	Union (Yes/No)	Expiration Date of CBA	Notes
6th	Greene	N/A	YES	Set Pass Days	Lieutenants	Rotating	YES	12/31/2023	
6th	Huntingdon	N/A	YES	Rotating	NO	N/A	YES	2025	
6th	Indiana	N/A	YES	Rotating (7 and 4 OR 7 and 3)	YES	Set Pass Days	YES	12/31/2023	Currently Negotiating
6th	Jefferson	Personal Leave Day	NO	N/A	YES	Rotating	YES	12/31/2024	UMWA
3rd	Lackawanna	N/A	YES	Rotating	NO	N/A	YES	12/31/2027	
2nd	Lancaster	\$500	YES	Set Pass Days	NO	N/A	YES	12/31/2025	
5th	Lawrence	N/A	YES	Rotating (5 and 2)	NO	N/A	YES	12/31/2023	
5th	Lebanon	N/A	YES	Rotating (6 and 2)	NO	Sergeants Rotating (5 and 2)	YES	2025	
3rd	Lehigh	N/A	YES	Bid days/shift	NO	N/A	YES	12/31/2025	Currently Negotiating
3rd	Luzerne	N/A	YES	Set Pass Days	NO	N/A	YES	12/31/2023	
5th	Lycoming	N/A	YES	Both	NO	N/A	YES	12/31/2022	In Interest Arbitration
6th	McKean	N/A	YES	Set Pass Days	NO	N/A	YES	2025	
5th	Mercer	N/A	YES	Both	NO	N/A	YES	12/31/2026	
6th	Mifflin	N/A	YES	Rotating	NO	N/A	YES	2024	
4th	Monroe	N/A	10 / 8 / 8	Rotating	NO	N/A	YES	12/31/2024	
2A	Montgomery	YES-\$500	NO	N/A	YES	Set Rotation/ Compressed	YES	12/31/2022	In Interest Arbitration meeting 8/22/23
8th	Montour	N/A	YES	Both	NO	N/A	YES	12/31/2023	
3rd	Northampton	N/A	YES	Set Pass Days Every other weekend off	NO	N/A	YES	12/31/2022	In Interest Arbitration
5th	Northumberland								
6th	Perry	N/A	YES	Set Pass Days	NO	N/A	Yes	2022	In Arbitration
1st	Philadelphia CFCF	N/A	YES	Both	YES	Rotating			
1st	Philadelphia DC	N/A	YES	Both	YES	Rotating			
1st	Philadelphia PICC	N/A	YES	Both	YES	Rotating			
1st	Philadelphia RCF	N/A	YES	Both	YES	Rotating			
6th	Pike	\$200 + 2 personal days	YES	Rotating (4 and 2)	hospital duty only	N/A	YES	5/31/2026	
8th	Potter	N/A	YES	Set Pass Days	NO	N/A	YES	12/31/2023	3 year contract

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4th	Schuykill								
7th	Snyder	N/A	YES	Rotating	NO	N/A	YES	12/31/2023	
6th	Somerset	\$250	YES	Rotating	NO		YES	12/31/2026	
6th	Susquehanna	N/A	YES	Set Pass Days	NO	N/A	YES	N/A	
6th	Tioga	N/A	YES	Set Pass Days	NO	N/A	N/A	n/a	
7th	Union	N/A	YES	Rotating (6 and 2)	NO	N/A	NO	N/A	
6th	Venango								
6th	Warren	N/A	NO	N/A	YES	Set Pass Days	YES	12/31/2025	
4th	Washington	N/A	N/A	Set Pass Days	YES	Set Pass Days	YES	Dec-26	
6th	Wayne	N/A	YES	Set Pass Days	NO	N/A	YES	12/31/2025	AFSCME
3rd	Westmoreland	500	YES	Set Pass Days	NO	N/A	YES	Jan-23	In Arbitration
7th	Wyoming	N/A	YES	Set Pass Days	NO	N/A	YES	2028	
3rd	York	\$700	YES	Set Pass Days	Lieutenants/ Shift Commanders Only	Set Pass Days			

AVERAGE OFFICER
AVERAGE SERGEANT
AVERAGE LIEUTENANT
AVERAGE CAPTAIN